12 WEEKS

is not a lot of

PAID FAMILY LEAVE

It’s the bare minimum.
According to the medical experts

“Infancy is a critical period for child health and development. The American Academy of Pediatrics supports legislation providing 12 weeks of paid family leave, but I must stress that this is really a very modest minimum. Research tells us that while at least 12 weeks of paid leave is essential, there are dividends the longer it is.”

Benard P. Dreyer, MD, FAAP
President, American Academy of Pediatrics (AAP)
Director of Pediatrics, Bellevue Hospital Center
Speaking at Rx: Paid Family Leave for the Health of Working Families, Nov. 17, 2015, Community Service Society

“As a neonatologist, I see it all the time: ‘Do I go back to work now so I can take the time off when my baby comes home? But I have to leave my baby [in the NICU].’ They have to make these terrible choices. It hits the most fragile families the hardest.”

Kristi, Watterberg, MD
Chair of the AAP Committee on the Fetus and Newborn
Quoted in JAMA 2016;315(7):643-645.

“When illnesses become serious or complex, the responsibility of today’s parents to provide care at home goes well beyond what was expected two or three decades ago. . . . These parents need more than ‘just a day off.’ They need to be able to meet their children’s post-discharge health care needs without risking their jobs.”

Pediatricians Mark Schuster and Paul Chung

“African American women have the highest risk of maternal morbidity in pregnancy, [such as hypertension, diabetes, prematurity and obesity]. And who’s going back to work the soonest? African American women. If they don’t, they don’t have a job. It’s one huge, painful cycle.”

Laura Riley, MD
Director of Labor & Delivery, Massachusetts General Hospital
President, Society for Maternal-Fetal Medicine
Quoted in JAMA 2016;315(7):643-645.

Nearly two dozen major medical and health organizations—including the American Academy of Pediatrics New York, Chapters 2 and 3, The American Congress of Obstetricians and Gynecologists, District II, the New York State Nurses Association, the New York State and New York City Public Health Associations—and over 270 physicians and health care professionals signed on to a letter calling on state lawmakers to enact 12 weeks of paid family leave.
www.cssny.org/healthcare4familyleave
According to the research

Women are less likely to continue their plans for breastfeeding—which protects both mother and child from a host of illnesses—when leaves are less than 12 weeks. Mothers who returned to work full-time before 6 weeks were the least likely of all to breastfeed 12 week as planned. (Mirkovic KR et al. J Hum Lact. 2014;30[4]: 292-297; 416-419)

Duration of leave of less than 12 weeks has also been linked to post-partum depression, with its harmful effects on both mothers and babies. “Among mothers who returned to work in the first year, having less than 12 weeks of maternity leave and less than 8 weeks of paid maternity leave were both associated with increases in depressive symptoms.” (Study by Chatterji and Markowitz. J Ment Health Policy Econ. 2012; 15[2]:61-76 as cited in JAMA. 2016;315(7): 643-645)

Experts including the American Academy of Pediatrics recommend that healthy full-term infants should not be enrolled in child care until they are at least 12 weeks old due to rapid developmental changes and the risk of quickly developing severe undetected illness. (Caring for Our Children: National Health and Safety Performance Standards, Third Edition, 2011)

According to many employers

12 weeks is a standard many employers already comply with. The federal Family and Medical Leave Act (FMLA) now provides 12 weeks of unpaid leave for about 60 percent of the labor force. Eighty-five percent of covered worksites report little difficulty complying with the law. (Abt Associates, “Family and Medical Leave in 2012: Technical Report, April 2014 prepared for U.S. DOL, p. 49)

California and New Jersey offer new mothers 12 weeks or more (in cases of C-section) of paid leave under a combination of disability benefits for recovery from childbirth plus paid family leave. Surveys of employers in all three states with paid family leave policies found the vast majority of employers saw the effects on their businesses as positive or neutral. (Milkman and Appelbaum, “Unfinished Business: Paid Family Leave in California,” 2013; Lerner and Appelbaum, “Business As Usual: New Jersey Employers’ Experiences with Family Leave Insurance,” June 2014; Bartel, A. et al., “Assessing Rhode Island’s Temporary Caregiver Insurance Act: Insights from a Survey of Employers,” Jan 2016)

According to international standards

The International Labour Organization, a United Nations agency, recommends at least 18 weeks of maternity leave and mandates a minimum standard of 14 weeks of paid maternity leave. Across the world, the majority of nations—98 countries—provide a maternity leave period of at least 14 weeks. (“Maternity and Paternity at Work,” ILO, May 13, 2014)

It’s not just for newborns.

When a parent’s life hangs in the balance, when a loved one’s recovery from serious illness is at stake, any one of us may need up to 12 weeks of paid family leave.
And according to 8 out of 10 voters throughout New York

A new poll found widespread support for paid family leave in every part of the state and across party lines.

Region

85% in New York City
77% Suburbs
76% Upstate

Party

87% Democrats
69% Republicans
74% Independents/other

Source: Responses to “Do you support enacting paid family leave through an employee-funded program that provides up to 12 weeks of job-protected paid leave to bond with a new child or care for a sick relative?” Siena College poll conducted Jan. 2016 among 805 New York State registered voters.

Visit www.cssny.org/paidfamilyleave to learn more